

Dear Parent/Carer,

As you will no doubt be aware from the media, the National Education Union will be taking industrial action in the form of a strike on the following days:

Wednesday 1 February 2023  
Wednesday 1 March 2023  
Wednesday 15 March 2023  
Thursday 16 March 2023

This action is not against Chiltern Hills Academy itself but is part of national industrial action organised by this union against the Secretary of State for Education with respect to providing schools with additional and sufficient funds to award a fully-funded pay increase for staff. There is no requirement on the NEU to inform us of which members of staff will take action and it may be that they will not know themselves as there is no obligation on members of unions to obey a strike call. However, we are aware that the number of NEU members in the school is significant.

The school leadership is not legally allowed to close the school 'in sympathy' with the strike and we would not do so. However, our main concern is the health and safety of our students in relation to low staff to student ratios. Having completed a risk assessment, we have taken the decision to open the school for Year 11 and Year 12 and 13 students only next Wednesday 1 February due to concerns around safety and our inability to run the timetabled lessons throughout the day and would like to give you as much notice as possible.

We are therefore requesting parents/carers make arrangements to ensure that their child/ren can be at home or in another safe place on that day. Teachers who are not taking industrial action will provide their lessons through Teams or SMHW on 1 February. More details will follow regarding these arrangements.

We will provide food vouchers for students on free school meals for 1 February. We will consider if we are able to support a small number of vulnerable students on site on 1 February. Again, we will write to confirm details of this.

We must all hope that the issues over which the industrial action has arisen are resolved as soon as possible. Details regarding industrial action in March will be provided nearer the time.

Yours sincerely



SAMANTHA CHAPMAN  
Principal

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